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Human resources management

Employment of retired former staff

Report of the Secretary-General**

Summary

The present report is submitted in compliance with General Assembly decision 51/408, paragraph (f), of 4 November 1996, in which the Secretary-General was requested to report every two years on all aspects of the use of retired former staff, including the possible revision of the ceiling on annual earnings, and providing information concerning retired former staff recruited on a short-term basis in all categories and at all levels as well as under special service agreements. The report also contains information on the use of staff over the age of 60 or 62 who took the withdrawal settlement. It covers the biennium 2000-2001.

* A/57/150.

** The degree of automation currently available for human resources data management purposes still requires a considerable amount of manual processing in the aggregation of staff data with financial data on consultancies. In addition, adequate tools in support of the worldwide integration of data were not available for the reporting period (2000-2001) and part of the essential data from offices away from Headquarters had to be gathered manually. Because of this and the need to validate data with UNJSPF, the present report could not be submitted earlier.

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I. Introduction and definitions

1. By paragraph (f) of its decision 51/408 of 4 November 1996, the General Assembly requested the Secretary-General to report to it every two years on all aspects of the use of retired former staff, including the possible revision of the ceiling on annual earnings and information concerning retired former staff recruited on a short-term basis in all categories and at all levels as well as under special service agreements.

2. The definition of the term "retiree", as proposed in paragraph 4 of the report of the Secretary-General on employment of retirees of 20 October 1998 (A/53/526), and endorsed by the General Assembly in its resolution 53/221, is "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund".

3. This definition includes all staff 60 years of age or older with a permanent appointment (or for staff who joined the Organization after 1 January 1990, 62 years of age or older) who separated under the administrative action of retirement. It also includes all other staff 55 years of age or older, most of whom held fixed-term appointments, who qualified for and are in receipt of a pension benefit, even if they separated under the administrative actions of expiry of contract or early retirement. The definition excludes former staff members who are not in receipt of a pension benefit from the United Nations Joint Staff Pension Fund (UNJSPF), for example, staff members who opted for withdrawal of their benefit. Individuals who were not staff members prior to age 60 and were over 60 years of age at the time of engagement are excluded as retirees, as are staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon reappointment and continue to contribute to the Pension Fund.

4. Furthermore, as recommended by the Advisory Committee on Administrative and Budgetary Questions in paragraph 10 of its report on internal vacancies in the Secretariat, employment of retirees, consultants and individual contractors and human resources management reform, of 20 November 1998 (A/53/69), and endorsed by the General Assembly in its resolution 53/221 of 7 April 1999, the present report also provides statistics on persons who have retired after age 60 or 62, but have been re-employed for a period for six months or more, including those who have elected to receive a withdrawal settlement.

5. Owing to its character as an inter-organizational body, UNJSPF is no longer included in reports pertaining to the United Nations Secretariat. Any retired former staff engaged by UNJSPF during the reporting period are therefore not reflected in the present report.

6. Relevant data for the period 1 January 2000 to 31 December 2001 can be found in tabular form in the annex to the present report.

II. Ceiling on annual earnings

7. In its decision 51/408 of 4 November 1996, the General Assembly decided that the permissible earnings for retired former staff in receipt of pension benefits should be limited to $22,000, except for language staff, for whom the limit is $40,000. As indicated in paragraph 1 of the present report, in paragraph (f) of the same decision, the Assembly requested the Secretary-General to report to it every two years on all aspects of the use of retired former staff, including the possible revision of the earnings limits.

8. In the Department of General Assembly Affairs and Conference Services (DGAACS), the workload is not spread evenly throughout the year. To provide the necessary conference services in the most economical manner, established staffing complements are kept at the minimum level. Additional requirements are met through the recruitment of short-term staff, for which a specific appropriation is provided under temporary assistance for meetings in the budget of the Department. However, the market of qualified freelance language staff in New York, who are not retired former staff, is insufficient to support the conference servicing needs at United Nations Headquarters. Therefore, retired former staff are the main source of such expertise. Given their usually vast experience in the workings of the United Nations, they are a particularly valuable resource. The rationale for the employment of retired former staff in language functions (interpretation, translation/précis-writing, verbatim reporting, editorial control, language referencing and text processing) was outlined in detail in paragraphs 16 to 28 of the Secretary-General's

report on employment of retirees of 16 August 1996 (A/C.5/51/2).

9. When the General Assembly adopted decision 51/408, the daily rate for freelance interpreters in New York was $355, which made it possible, under the ceiling on annual earnings for retirees, to employ a freelance interpreter for 112 days. The current daily rate for interpreters is $391.50, which means that a retired interpreter can be employed for only 102 days per year before reaching the $40,000 ceiling. Consequently, many retired freelance interpreters reach their income limit during the General Assembly period, the busiest part of the year. The case is similar for retired translators who work as individual contractors. The alternative, namely the recruitment of international freelance language staff, is considerably more expensive because of the need to pay air travel and daily subsistence allowances, which typically double the cost.

10. Raising the ceiling on annual earnings for retired language staff would broaden the pool of cost-effective, available freelance staff and thus permit the efficient use of scarce resources for conference servicing. An adjustment to permissible earnings for retired freelance language staff to allow for 125 workdays per annum, which would average about 10 days per month, would amount at current rates to $48,938.

III. Statistical data, 2000-2001

Observations and summary analysis

11. The statistical data in the annex to the present report show that 375 retired former staff were engaged during the biennium 2000-2001. Table 1 of the annex shows the use of retirees by type of engagement and table 2 contains a breakdown by category of engagement. As indicated in those tables, just over 44 per cent of the engagements were for retired former staff in the Professional and higher categories and 27.7 per cent in the Field Service and General Service and related categories. Over a quarter (28.2 per cent) of the engagements of retired former staff were by special service agreement, covering both consultants and individual contractors. A total of 55 per cent of the engagements were on a short-term basis.

12. As indicated in table 3 of the annex, within the breakdown of the use of retired former staff by department or office, language services in the Department of General Assembly Affairs and Conference Services accounted for 104 engagements over the biennium (26.2 per cent of the total), for 13,809 working days at a cost of $3.3 million in fees and salaries. This made the Department the single largest user of retired staff. The second largest user of such staff, the United Nations Office at Geneva, accounted for 44 engagements (11 per cent of the total), for 4,647 working days at a cost of $1 million. The Department of Economic and Social Affairs had 34 engagements (8.6 per cent of the total), for 3,602 working days at a cost of $0.65 million. Increased demand for mission appointments has resulted in the hiring of retired staff by the Office of Mission Support in the Department of Peacekeeping Operations, which accounted for 33 engagements (8.3 per cent of the total), for 6,030 working days at a cost of $1.85 million. The Economic Commission for Latin America and the Caribbean had 21 engagements for 2,588 working days at a cost of $0.19 million. Other departments and offices that spent more than $200,000 employing retirees in 2000-2001 were the Economic and Social Commission for Asia and the Pacific, the Department of Management/Office of Human Resources Management, the United Nations Conference on Trade and Development, the United Nations Monitoring, Verification and Inspection Commission, the International Civil Service Commission, the Department of Public Information and the International Tribunal for Rwanda.

13. Regarding the use of retired former staff by nationality and gender (see annex, table 4), 69 engagements were of nationals of the United States of America (18.4 per cent), 32 of nationals of France (8.5 per cent), 29 of nationals of Egypt (7.7 per cent), 23 of nationals of the United Kingdom of Great Britain and Northern Ireland (6.1 per cent), 22 of nationals of Chile (5.9 per cent), 11 of nationals of both Canada and the Russian Federation (2.9 per cent) and 10 of nationals of the Philippines (2.7 per cent). Nationals of 74 countries who are retired former staff were engaged (17 countries, or 29.8 per cent more than in 1998-1999), but 11 countries accounted for 58 per cent of all engagements. Forty-one per cent of the retired former staff engaged were female.

14. There were three main groups of functions carried out by retired former staff in 2000-2001 (see annex, table 5): 42.2 per cent of engagements were for administrative functions; 30.5 per cent of engagements were for language services, in particular for revisers; and 11.7 per cent of engagements were for political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

15. The two largest percentages of retired former staff engaged in the biennium were in the group aged 60 to 70 years (83 per cent) and in the group aged 55 to 60 years (6.16 per cent) (see annex, table 6).

16. The total cost of fees and salaries for retired former staff in the biennium 2000-2001 was $10.49 million, of which language services accounted for nearly $3.3 million, or just under one third (31.8 per cent).

Use of retired former staff in the biennium 2000-2001, compared to the biennium 1998-1999

17. Compared to the biennium 1998-1999, the number of engagements in the biennium 2000-2001 increased by 3.4 per cent and the number of retired former staff engaged rose by 9.6 per cent. The retired former staff were engaged for shorter periods, as indicated by the decrease of 6.5 per cent in the number of days worked over the biennium 2000-2001. Fees and salaries rose by 2.1 per cent.

18. In the biennium 2000-2001, two more retired former staff were engaged in the Professional and higher categories than in the biennium 1998-1999, and 35 less (27.7 per cent) by special service agreement than in the biennium 1998-1999. The use of retired former staff in language services decreased in numbers of engagements (17 less, or 14 per cent), in numbers of days worked (6,386 less in 2000-2001, a decrease of 31.6 per cent) and in fees and salaries ($3.3 million in 2000-2001, as compared with $4.2 million in 1998-1999, a decrease of 21 per cent). As a result, the average duration of engagement of retired former staff in language services decreased from 143 days (4.8 months) in 1998-1999 to 128 days (4.3 months) in 2000-2001, or 12 per cent less. For functions in the political, economic, social, environmental, humanitarian, advisory and technical assistance areas, the number of retired former staff decreased by 18, the number of working days decreased by 3,281 (40 per cent) in 2000-2001, as compared with 1998-1999, and the cost decreased by $0.29 million (24.7 per cent). The engagement of retired former staff for these functions became more expensive in 2000-2001 ($182 per day), as compared with 1998-1999 ($145 per day). In administrative services, the use of retired former staff in 2000-2001 increased by 60 persons (56.6 per cent), as compared with 1998-1999, and the number of working days increased in 2000-2001 (by 9,489 days, 89 per cent), as did the costs ($1.6 million, 99 per cent). Employment of retired former staff in 2000-2001 for other services also increased, as compared with 1998-1999, in number of persons engaged (25 persons more, 69 per cent), in numbers of working days (5,582 days, 149 per cent) and in fees ($1.4 million more, 213 per cent). The increase in the employment of retired former staff for other services illustrates the increased diversity in their use.

19. Retired former staff came from 17 more countries in 2000-2001 than in 1998-1999. More departments and offices (32) employed retired former staff than in 1998-1999 (24). The cost of retired former staff from the United States of America in 2000-2001 increased by 51 per cent ($0.59 million) as compared with 1998-1999. The cost for retired former staff from France increased by 27 per cent ($0.4 million), and the cost of retired former staff from Egypt decreased by $0.37 million (27 per cent). The use of female retired former staff increased from 35 per cent in 1998-1999 to 41 per cent in 2000-2001.

20. In 2000-2001, the average cost for each engagement of a retiree increased to $26,765 from $18,642 in 1998-1999 (43 per cent increase). In 1998-1999, the average cost per day for a retiree was $193; in 2000-2001 it increased to $211 per day (9.3 per cent).

Statistical analysis of former staff 60 years of age or older who received a withdrawal settlement and were re-employed for a period of six months or more during the period 2000-2001

21. As indicated in paragraph 4 of the present report, the Advisory Committee on Administrative and Budgetary Questions, in its report contained in document A/53/691, recommended that in addition to

retired former staff, statistics be provided on former staff 60 years of age or older who have received a withdrawal settlement and have been re-employed for a period of six months. This recommendation was endorsed by the General Assembly in its resolution 53/221.

22. In accordance with article 31 of the UNJSPF Regulations, a withdrawal settlement shall be payable to a participant of the Pension Fund whose age on separation is less than the normal retirement age, or if the participant is the normal retirement age or more on separation but is not entitled to a retirement benefit. The settlement shall consist of the participant's own contributions to the Pension Fund, if the contributory service of the participant was less than five years; or the participant's own contributions increased by 10 per cent for each year in excess of five, up to a maximum of 100 per cent, if the contributory service of the participant was more than five years.

23. During 2000-2001, there were 48 engagements of former staff over the age of 60 who took the withdrawal settlement with UNJSPF. Of these, 62 per cent (30 persons) were engaged in the Professional and higher categories, 15 per cent (seven persons) in the Field Service and General Service and related categories. The remaining 23 per cent (11 persons) were engaged by special service agreement. These former staff were employed by 15 departments and offices, especially the Department of Peacekeeping Operations/Office of Mission Support and the Department of General Assembly Affairs and Conference Services. A total of 28 persons were engaged from 20 different countries. Three countries (15 per cent) had more than one person engaged and 20 per cent were females. The number of days worked totalled 4,489 over the course of the biennium, representing a cost in salaries and fees of $1.2 million.

24. Of the former staff over the age of 60 who took the withdrawal settlement, 24.1 per cent were engaged for activities in administrative services (1,336 working days, $319,000), 27.6 per cent in language services (1,128 working days, $253,000), and 6.9 per cent in political, economic and social affairs, environment, humanitarian assistance, advisory services, technical assistance and similar services (355 working days, $73,000). These activities represent 2,819 (62.8 per cent) of the total days worked and more than half (53.2 per cent) of the costs in salaries and fees. A total of 35.9 per cent of staff in this category were between 60 and 70 years of age.

Comparison between the use of retired former staff and former staff 60 years of age or older who took the withdrawal settlement and were re-employed for a period of six months or more during the biennium 2000-2001

25. Comparing the use of retired former staff and former staff 60 years of age or older who took the withdrawal settlement, former staff over the age of 60 who took the withdrawal settlement represent 7 per cent of the total number of engagements, and 9 per cent of the number of persons engaged during the biennium 2000-2001. Their activities constitute 9 per cent of the number of days worked and 11 per cent of the cost. Retired former staff have been employed across a larger number of departments and offices than former staff who took the withdrawal settlement. The countries of origin of retired former staff are also more diverse. The priority areas of engagement are almost identical for both categories.

26. Aggregation of the numbers for retired former staff with the numbers of staff 60 years of age or older who took the withdrawal settlement results in a new global baseline for all activities performed by these staff. The baseline for the biennium 2000-2001 is 403 persons engaged. The total number of days worked is 54,248, for a total cost of $11.7 million.

Annex

Statistical tables: use of retirees, 2000-2001

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Explanatory notes

All data on the number of days of service in the annex tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand dollars.

The baseline used in the report and annex tables is 375 individual retired former staff employed over the biennium, for a total of 392 engagements and a total of 49,759 days of service, at a cost of $10.49 million.

The database records the number of individuals engaged in each year of the reporting period. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters. Similarly, the number of engagements by department or office may exceed the baseline because some retirees have been employed in more than one department during the reporting period. Counts by nationality and by age group are closest to the baseline, since the recording of retirees under different nationalities or in different age groups is not likely to occur.

Abbreviations used in the tables

DESA	Department of Economic and Social Affairs
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DM/OCSS	Department of Management/Office of Central Support Services
DM/OHRM	Department of Management/Office of Human Resources Management
DM/OPPBA	Department of Management/Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/OMS	Special Missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
OHCHR	Office of the United Nations High Commissioner for Human Rights
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre
ALD	Appointment of limited duration
OCHA	Office for the Coordination of Humanitarian Affairs
ODCCP	Office for Drug Control and Crime Prevention
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
REGCOM	Regional Commission, New York Office
UNCHS	United Nations Centre for Human Settlements (Habitat)

UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNJSPF	United Nations Joint Staff Pension Fund
UNFCCC	United Nations Framework Convention on Climate Change
UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOSC	Office of the United Nations Security Coordinator
UNOV	United Nations Office at Vienna

Table 1
Retirees by type of engagement, 2000, 2001 and biennium 2000-2001

Type of engagement	Number of persons by engagement			Total of days worked			Total fees or salaries ($000)		
	2000	2001	00-01	2000	2001	00-01	2000	2001	00-01
Contract for consultant	44	54	80	4 540	5 511	10 051	583	514	1 096
Contract for individual contractor	11	30	34	496	2 220	2 716	58	183	242
Fixed-term	22	19	35	4 351	2 156	6 507	1 272	519	1 791
Lmt duration	20	9	27	3 393	1 222	4 615	1 085	325	1 410
Short-term	132	160	216	12 240	13 630	25 870	2 806	3 148	5 953
Total*	**229**	**272**	**392**	**25 020**	**24 739**	**49 759**	**5 804**	**4 688**	**10 492**

* The total for the number of persons by type of engagement for the biennium (392) is less than the sum of the totals for 2000 and 2001 (501) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (392) and the baseline of 375 retirees results from the fact that 17 persons had multiple engagements.

Table 2
Retirees by category of engagement, 2000, 2001 and biennium 2000-2001

Category of engagement	Number of persons by category			Total of days worked			Total fees or salaries ($000)		
	2000	2001	00-01	2000	2001	00-01	2000	2001	00-01
Assistant and Under-Secretaries-General	2	0	2	580		580	343		343
Field Service and General Service category	68	71	109	7 099	6 481	13 580	891	762	1 653
Professional and higher categories	105	121	175	12 842	11 420	24 262	4 080	3 558	7 638
Special Service Agreement (SSA)	54	81	110	5 036	7 731	12 767	641	697	1 338
Total*	**229**	**273**	**396**	**25 557**	**25 632**	**51 189**	**5 954**	**5 017**	**10 971**

* The total for the number of persons by category for the biennium (390) is less than the sum of the totals for 2000 and 2001 (496) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (390) and the baseline of 375 retirees results from the fact that 15 persons had multiple engagements.

Table 3
Retirees by department or office, 2000, 2001 and biennium 2000-2001

	Number of persons engaged			*Total of days worked*			*Total fees or salaries ($000)*		
Department/office	*2000*	*2001*	*00-01*	*2000*	*2001*	*00-01*	*2000*	*2001*	*00-01*
DGAACS	65	83	104	6 633	7 176	13 809	1 600	1 733	3 333
UNOG	24	38	44	1 863	2 784	4 647	375	670	1 045
DESA	20	24	34	1 827	1 775	3 602	363	290	653
DPKOOMS	23	12	33	4 241	1 789	6 030	1 357	500	1 856
ECLAC	9	16	21	613	1 975	2 588	58	137	195
ESCAP	8	17	19	791	1 369	2 160	150	267	417
DM/OHRM	8	13	15	1 264	1 918	3 182	185	120	305
UNCTAD	6	10	13	572	1 002	1 573	71	207	278
DPI	8	9	12	591	619	1 210	131	83	214
DPKO	5	4	8	308	153	461	67	40	106
ECA	3	5	7	345	876	1 221	45	27	72
ECE	1	6	7	90	236	326	26	34	60
UNJSPF	5	5	7	593	425	1 018	81	50	131
OCHA	5	1	6	509	61	570	97	18	114
OIOS	4	2	6	179	106	285	47	22	69
UNOV	4	3	6	131	208	339	17	24	41
OHCHR	2	3	5	313	395	708	92	58	150
ICSC	4	2	5	657	89	746	205	20	224
UNEP	3	3	5	361	169	530	63	30	93
DM/OPPBA	2	3	5	78	316	394	19	70	89
DPA	3	3	5	574	212	786	75	74	150
DM/OCSS	1	4	4	95	333	428	22	62	84
ESCWA	2	2	4	203	132	335	17	18	35
OLA	4	1	4	174	63	237	47	7	54
ICTR	2	0	2	732		732	205		205
ITC	1	1	2	7	12	19	1	2	3
UNMOVIC	2	0	2	730		730	268		268
UNCC	2	2	2	72	147	219	22	26	48
OSG	2	0	2	122		122	19		19
REGCOM	1	0	1	166		166	51		51
UNFCCC	0	1	1		153	153		57	57
ODCCP	1	0	1	66		66	6		6
DDA	0	1	1		121	121		22	22
DM	1	0	1	31		31	11		11
UNOIP	1	0	1	42		42	5		5
UNON	0	1	1		104	104		15	15
UNOSC	1	1	1	49	21	70	8	6	14
Total*	**233**	**276**	**397**	**25 020**	**24 739**	**49 759**	**5 804**	**4 688**	**10 492**

* The total for the number of persons engaged by department or office for the biennium (397) is less than the sum of the totals for 2000 and 2001 (509) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (397) and the baseline of 375 retirees results from the engagement of 22 retirees by more than one department or office during the biennium.

Table 4
Retirees by nationality and gender, biennium 2000-2001

Nationality	*Number of persons engaged*	*Per cent female*	*Total of days worked*	*Total fees or salaries ($000)*
Algeria	2		122	33
Antigua and Barbuda	1	100	49	15
Argentina	8	38	787	172
Australia	3	67	391	91
Austria	6	67	834	102
Bangladesh	1		92	22
Barbados	1		242	26
Belarus	1		121	35
Belgium	2		180	49
Benin	2		216	36
Bolivia	1		30	5
Botswana	1		365	216
Brazil	1	100	109	12
Cameroon	3	33	553	156
Canada	11	46	1 134	321
Chad	1		85	9
Chile	22	50	3 144	477
China	9	11	1 099	328
Colombia	5	80	239	36
Croatia	1		7	2
Cuba	2	50	179	40
Cyprus	1		433	34
Denmark	1	100	168	24
Ecuador	1	100	50	19
Egypt	29	14	3 298	998
Ethiopia	7	57	1 435	139
Fiji	1		14	1
Finland	1		61	14
France	32	66	4 723	1 080
Gambia	1		366	93
Germany	6	17	729	125
Ghana	2		370	59
Greece	1		597	38
Grenada	1	100	3	1
Guinea	1		137	40
Guyana	2	50	138	48
Hungary	1		66	6
India	4	25	454	130
Iraq	1		183	72
Ireland	4	75	362	40
Italy	5		423	122
Jamaica	6	17	437	75
Japan	4	50	491	70
Kenya	2	50	167	35
Lebanon	1		42	10

Nationality	*Number of persons engaged*	*Per cent female*	*Total of days worked*	*Total fees or salaries ($000)*
Libyan Arab Jamahiriya	1	100	68	27
Madagascar	2		213	47
Morocco	1		50	18
Netherlands	4		422	164
Nicaragua	1		121	20
Panama	1		190	23
Paraguay	1	100	94	33
Peru	4	50	484	90
Philippines	10	70	1 123	175
Portugal	1	100	61	8
Romania	1		365	113
Russian Federation	11	36	2 086	374
Saint Lucia	1	100	30	3
Sierra Leone	2		526	51
Somalia	1		66	23
Spain	7	29	827	296
Sri Lanka	3	33	897	216
Sudan	1		137	42
Sweden	1		151	0
Switzerland	7	57	607	70
Syrian Arab Republic	4		623	153
Tanzania, United Rep. of	1	100	193	33
Thailand	9	67	1 228	187
Togo	1		299	92
Trinidad and Tobago	2		432	91
Uganda	1		365	155
United Kingdom	23	52	2 754	652
United States of America	69	49	9 385	1 770
Uruguay	4	25	812	105
Venezuela	1	100	31	7
Total	**375**	**41**	**49 759**	**10 492**

Table 5
Retirees by function, biennium 2000-2001

Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Language Related Services			
Editor	9	792	201
Editorial Assistant	4	796	110
Editorial Clerk	9	1 016	109
Information Officer	2	430	122
Interpreter	10	1 624	598
Language Reference Assistant	6	752	64
Language Teacher	1	61	2
Press Officer	1	28	9
Reviser	61	7 938	2 428
Terminologist	1	91	22
Translator	12	1 465	419
Verbatim Reporter	4	408	128
Subtotal	**120**	**15 401**	**4 211**
Political, Economic, Social, Environmental, Humanitarian, Advisory and Technical Assistance Services			
Adviser	7	605	184
Economic Affairs Officer	13	1 498	244
Expert	3	156	54
Inter-Regional Advisor	1	91	22
Political Affairs Officer	5	479	133
Population Programmes	1	15	1
Programme Assistant	1	22	1
Regional Advisor	1	30	12
Research Assistant	1	296	37
Security Advisor	1	61	21
Social Affairs Officer	2	184	15
Social Sciences Assistant	1	90	10
Statistician	5	1 058	125
Statistics Assistant	3	284	18
Technical Adviser	1	66	23
Subtotal	**46**	**4 935**	**900**
Administrative Services			
Accountant	1	19	5
Accounting Clerk	1	140	22
Accreditations Clerk	1	7	1
Administrative Assistant	14	1 521	193
Administrative Clerk	2	187	12
Administrative Officer	1	39	9
Archives Assistant	1	92	10
Assembly and Binding Equipment Operator	4	471	58

Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Auditor	3	304	83
Benefits Assistant	3	648	71
Benefits Officer	1	33	8
Cable Clerk	1	272	6
Chief	5	592	75
Chief of Branch	6	1 062	103
Claims Assistant	1	113	15
Clerk	3	687	75
Clerk-Typist	1	29	3
Conference Typist	2	38	4
Contracts Management Assistant	1	151	26
Documents Assistant	3	123	14
Documents Clerk	2	322	34
Finance Assistant	4	365	48
Finance Officer	3	425	125
Graphic and Publication Assistant	1	12	3
Human Resources Assistant	2	170	21
Human Resources Officer	7	903	254
Legal Assistant	1	169	29
Legal Officer	1	74	28
Library Assistant	3	163	20
Library Clerk	1	71	8
Logistics Officer	1	302	93
Meetings Services Assistant	2	291	34
Meetings Services Clerk	3	455	46
Messenger	1	7	1
Officer-in-Charge	1	140	1
Personal Assistant	2	134	15
Personal Representative of the Secretary-General	1	215	127
Personnel Assistant	3	414	45
Personnel Officer	1	220	43
Personnel Policies Officer	1	14	5
Printing Press Operator	5	551	66
Procurement Officer	3	676	84
Programme Management Officer	2	244	69
Programme Officer	5	403	69
Proofreader	1	51	10
Proofreader/Copy Preparer	1	42	8
Protocol Officer	1	365	216
Public Information Assistant	3	257	31
Public Information Officer	1	228	66
Registry Clerk	1	365	39
Second Officer	3	274	66
Secretary	25	2 549	310
Security Guard	1	152	20
Security Officer	2	275	53
Senior Officer	3	545	114
Supply Officer	1	155	27

Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Text Processing Clerk	9	1 016	103
Transport Officer	1	184	64
Transportation Clerk	1	184	24
Travel Assistant	1	193	33
Subtotal	**166**	**20 101**	**3 243**
Other Services			
Carpenter	1	91	2
Chief of Division	3	968	191
Chief of Section	7	990	134
Chief of Service	4	1 126	70
Chief of Staff	1	137	32
Chief of Subunit	1	95	14
Chief of Unit	1	5	1
Civil Affairs Officer	4	691	215
Coordinator	2	197	63
Director	6	1 054	233
External Relations Officer	1	105	30
Geology-Minerals	1	24	15
Head	2	142	40
Inspector	1	365	113
Liaison Officer	1	166	51
Officer	1	85	34
PCIU Assistant	1	184	32
Population Affairs Officer	1	42	1
Principal Officer	3	225	89
Production Assistant	1	61	8
Production Control Officer	1	62	15
Radio Producer	2	125	30
Sales Clerk	1	12	3
Secretary of the Board	1	365	155
Secretary of the Commission	1	55	22
Special Assistant to the Executive Secretary	1	182	15
Special Representative of the Secretary-General	2	533	112
Spokesperson	1	358	125
Title to be Determined	8	880	295
Subtotal	**61**	**9 322**	**2 138**
Grand Total*	**393**	**49 759**	**10 492**

* The grand total for the number of persons engaged for the biennium (393) differs from the baseline of 375 retirees because 18 were engaged for more than one function.

Table 6
Retirees by age group, biennium 2000-2001

Age group	*Percentage of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
55 to under 60	16.00	7 858	1 959
60 to under 70	82.95	41 808	8 505
70 to under 75	0.79	73	14
75 to under 80	0.26	19	14
Total	**100.0**	**49 759**	**10 492**